



**Education, Participation and Skills**

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To the Headteacher/Principal of all  
Plymouth Schools/Colleges

Please ask for: Judith Harwood

Date 26 June 2019

My Ref JAH/KB

Your Ref

Dear Colleagues

**RE: School Diversity Week: 1-5 July 2019**

School Diversity week is a week in which schools and colleges across the UK celebrate Lesbian, Gay, Bisexual and Trans' equality in education. Plymouth is recognised as a city that puts Equality, Diversity and Inclusion at the vanguard. The contribution that Plymouth schools and academies make is essential, if we are to ensure that all children and young people feel safe, included and are able to reach their full potential.

This is a week of celebration and acknowledgement. It provides an opportunity for schools and academies to showcase the activities and learning opportunities that pupils have engaged with and to develop a better understanding of the value that diversity and inclusion can bring to all of our communities.

We would like to invite you to tell us how your school or academy is celebrating Diversity Week. This will help us to build up a picture for the city and showcase the talents of our children and young people.

**Plymouth City Council – Equality and Inclusion Policy.** We recognise that the diversity of our city is one of our greatest strengths and assets. Our aim is to be excellent in everything we do and to make sure that equality and diversity is at the core of our work to make Plymouth a vibrant waterfront city with an outstanding quality of life for everyone. Equality and community cohesion are vital factors in helping us to successfully delivering our ambitions for growth and we recognise that our schools and academies have a vital role to play in achieving our aims.

**Legislative framework for Equality, Diversity and Equality:**

**The Equality Act 2010** is a crucial piece of legislation that sets out to tackle discrimination and inequality. The Act specifies particular areas of protection e.g. in employment and within education and sets out general and specific duties which schools must meet.

**Public Sector Equality Duty (PSED) The General Duty** has three aims that requires public bodies to have due regard to the need to:

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- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not.

**Ofsted:** Ofsted inspections will look for evidence of adhering to statutory requirements and how effective schools are at promoting equality of opportunity and tackling discrimination. In particular they will look for evidence of how:

- Equality and diversity is promoted among staff, learners, employers, parents and other partners.
- The impact of a school's equality and diversity work how it is assessed and the action taken in response to findings.
- The effectiveness of any training provided is judged so that at all levels people are able to understand their roles and responsibilities in relation to equality and diversity
- All learners are protected from harassment, bullying and discrimination, including those based with employers.
- A school manages incidents and complaints related to equality and diversity.
- Targets are set and data is used to monitor, analyse and improve performance by different groups of learners.
- Action is taken to reduce significant variation between different groups of learners.

### **What support is available for Schools and academies?**

- **Specialist advisers within the Education Participation and Skills department** are available to support schools and academies at the planning stage and during Diversity Week.
- **Preparation for Statutory Relationships, Sex and Health education.** Health, Wellbeing and Citizenship Education Hub – 4<sup>th</sup> July at Windsor House from 16.00 until 18.00. To correspond with School Diversity Week, the Education, Participation and Skills department will be providing a training package for schools and academies to prepare for when relationships and sex education becomes statutory in September 2020. In this session, schools and academies will have access to specialist advisers and partners to help plan for an inclusive RSE curriculum that can meet the needs of all learners, including LGBT+ pupils and families. Only a few places remain on this course. For further details, please contact: [jono.madeley@plymouth.gov.uk](mailto:jono.madeley@plymouth.gov.uk)
- **'Just like us'** is a national charity that is at the forefront of school diversity week and is a recognised and valued resource. The **Just like us - tool kit** can aid schools and academies to plan their activities and events.
- **Stonewall** is a national charity that provides a range of resources to enable schools and academies to produce resources to tackle homophobia, biphobia and transphobia in schools and colleges.

Yours sincerely



Judith Harwood  
Service Director  
(Education, Participation and Skills)



Councillor Jon Taylor  
Cabinet Member  
Education Skills and Transformation